

TRANSFORMATION IN THE BUILT ENVIRONMENT

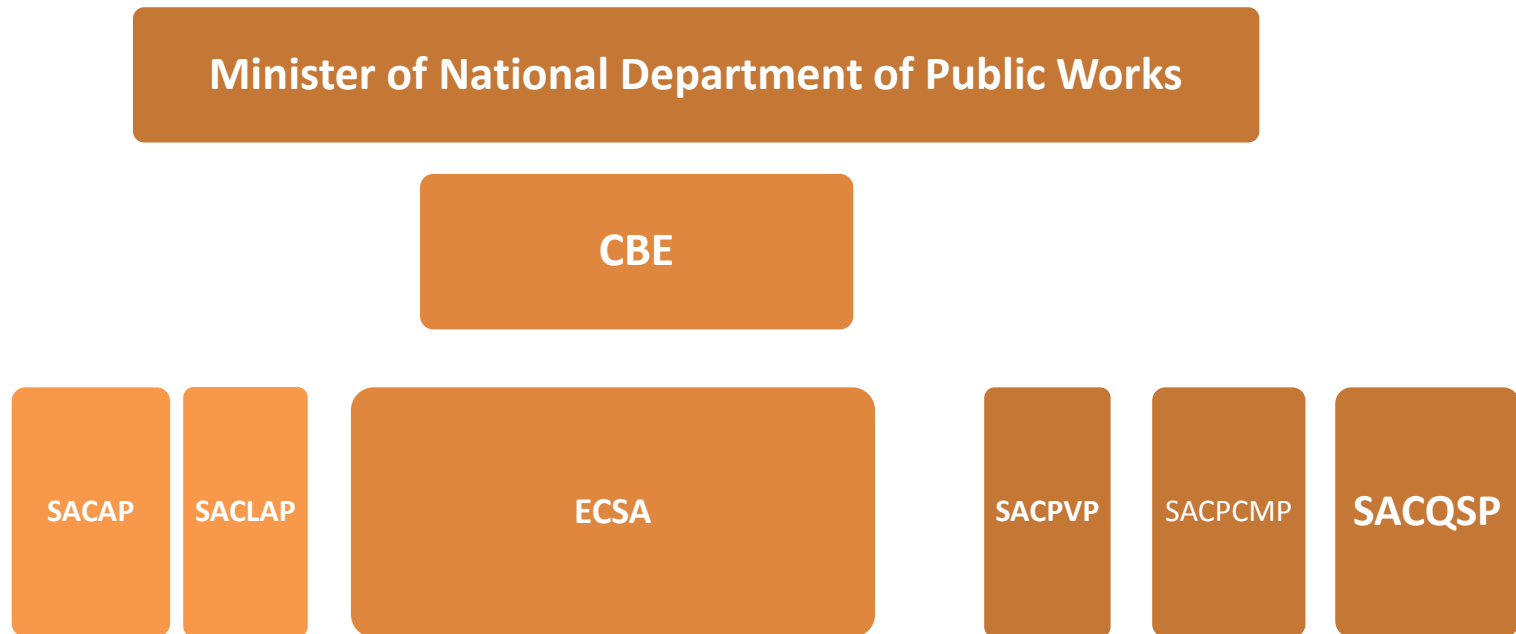
perspective of the Councils for the Built Environment Professions



Presentation Structure

- Transformation statistics across the 6 CBEPs in terms of Race & Gender
- Initiatives
- Challenges
- How we all as key stakeholders collaborate to drive transformation and *ignite possibilities*.

Councils for the Built Environment Professions



6 Councils for Built Environment Professions established by Acts 44 – 49 of 2000.

What is transformation?



Transformation can further be defined as

“a change in perspective, in policy, processes, in systems in order to bring about an equitable society”

TRANSFORMATION = CHANGE

Transformation in the Built Environment



1. Economic Transformation
2. Demographic Transformation
3. Social Transformation

*Creating An Enabling
Environment for the majority of the
population*



Professional Registrations 2018



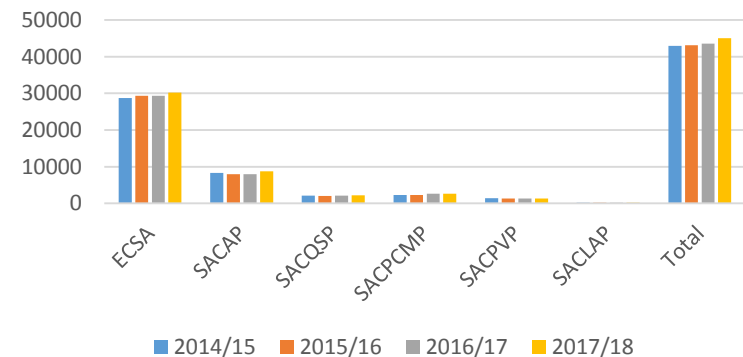
CBEP	2014/15	2015/16	2016/17	2017/18	Increase/decrease FROM 2017 TO 2018	Growth Ranking
ECSA	28713	29349	29340	30235	3%	4
SACAP	8321	7997	7997	8710	9%	1
SACQSP	2093	2042	2105	2192	4%	3
SACPCMP	2247	2258	2605	2668	2%	5
SACPVP	1405	1343	1324	1319	0%	6
SACLAP	171	179	206	223	8%	2
Total	42950	43168	43577	45063	3%	

SACAP AND SACLAP registered the highest percentage growth (9% and 8%) although SACLAP still trails all the other CBEP in terms of number

- *These number are not a true reflection of the number of people working in the industry.*
- *It is only an indication of the numbers that have successfully registered as professionals*

- SACLAP and SACPVP are the smallest councils in terms of registered persons
- ECSA is the largest council, in terms of registered persons

GROWTH IN REGISTRATION NUMBERS OVER THE LAST 4 YEARS

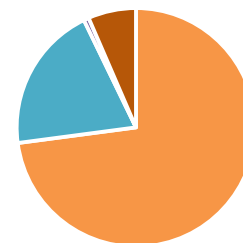


Professional Representation – Sept 2018



CBEPs	Gender	Racial Representation				
		African	White	Indian	Coloured	Total
ECSA	M	5 491	20 170	1 807	639	28 107
	F	1203	645	229	51	2 128
	F %	18	3	11	7	7
SACAP	M	1031	4554	515	485	6585
	F	190	1726	127	83	2125
	F %	16	27	20	21	24
SACQSP	M	311	1 248	166	39	1 764
	F	138	243	40	7	428
	F %	31	16	19	15	20
SACPCMP	M	526	1 786	145	99	2 556
	F	66	34	6	6	112
	F %	11	2	4	6	4
SACPVP	M	139	816	48	43	1 046
	F	80	163	18	12	273
	F %	37	17	27	22	21
SACLAP	M	8	116	0	3	127
	F	0	94	1	1	96
	F%	0	45	100	25	43
Total	M	7 465	28 549	2 630	1 316	39 960
	F	1 646	2 888	363	206	5 103
	F%	18	9	12	14	11
	Total	9 111	31 437	2 993	1 522	45 063

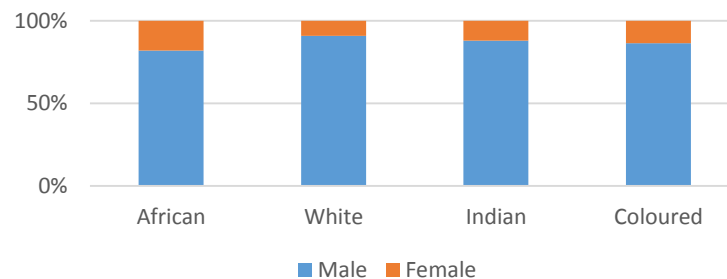
DEMOGRAPHICS BY RACE



- 20.2% African
- 74% White
- 6.6% Indian
- 0,7% Coloured

White African Coloured Asian

DEMOGRAPHICS BY GENDER

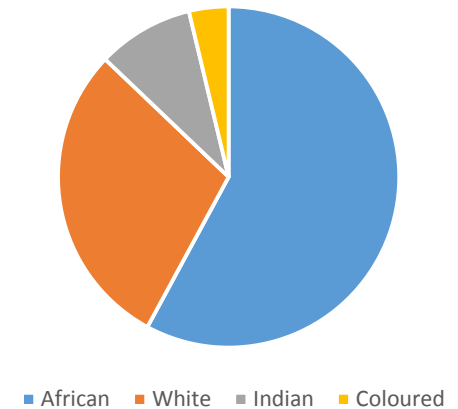


Candidate Registrations - Sept 2018



CBEPs	African	White	Indian	Coloured	Total
ECSA	13 656	5 986	2 208	562	22 412
SACAP	808	1210	227	169	2414
SACLAP	17	55	2	2	76
SACPVP	276	252	40	30	598
SACPCMP	3 097	1 422	329	378	5 226
SACQSP	1 179	670	195	103	2 147
Total	18 932	9 556	2 986	1 224	32 698

**OVERALL CANDIDATE
REGISTRATION PER RACE**



Candidate Registrations 2018

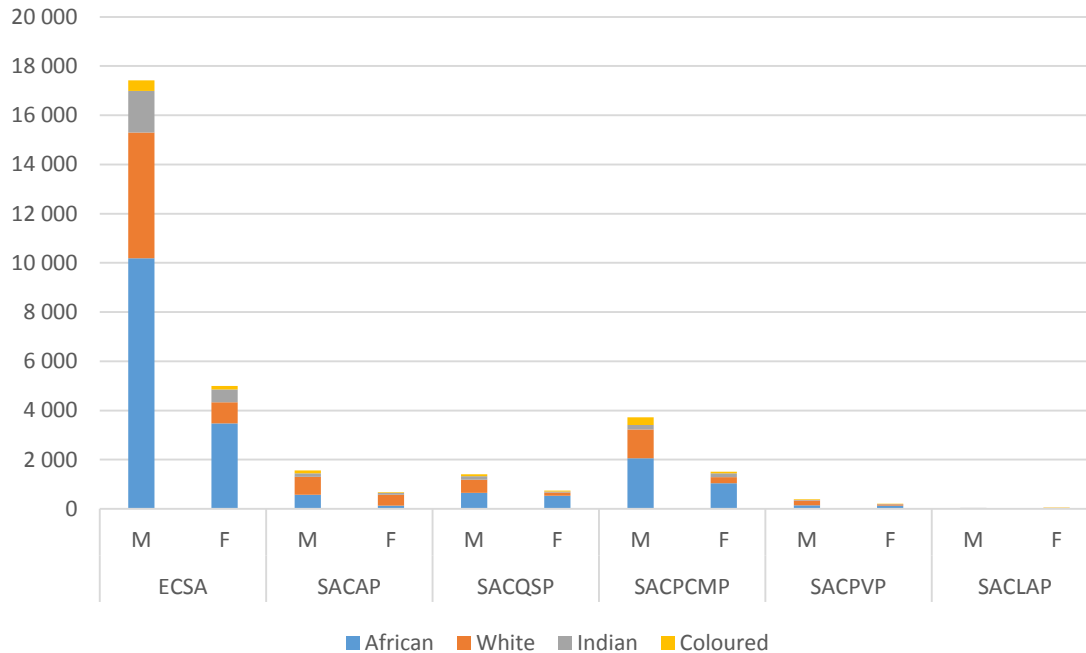


CBEP	Gender					
		African	White	Indian	Coloured	Total
ECSA	M	10 185	5 118	1 690	424	17 417
	F	3 471	868	518	138	4 995
	F%	25	15	23	25	22
SACAP	M	571	728	144	119	1 562
	F	136	443	68	30	677
	F%	19	38	32	20	30
SACQSP	M	648	540	147	70	1 405
	F	531	130	48	33	742
	F%	45	19	25	32	35
SACPCMP	M	2 054	1 169	184	310	3 717
	F	1 043	253	145	68	1 509
	F%	34	18	44	18	29
SACPVP	M	145	193	33	21	392
	F	131	59	7	9	206
	F%	47	23	18	30	34
SACLAP	M	8	25	2	0	35
	F	9	30	0	2	41
	F%	53	55	0	100	54
TOTAL	M	13 611	7 773	2 175	969	24 528
	F	5 321	1 783	748	318	8 170
	F	28%	18%	26%	25%	25%
Total		18 932	9 556	2 923	1 287	32 698

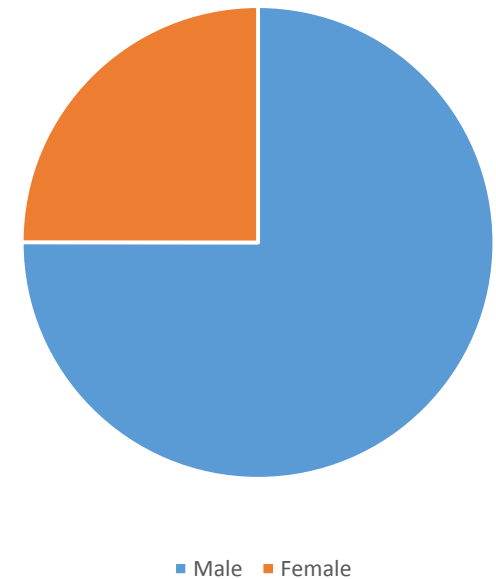
Candidate Registrations 2018



CANDIDATE REGISTRATION PER RACE & GENDER



OVERALL GENDER

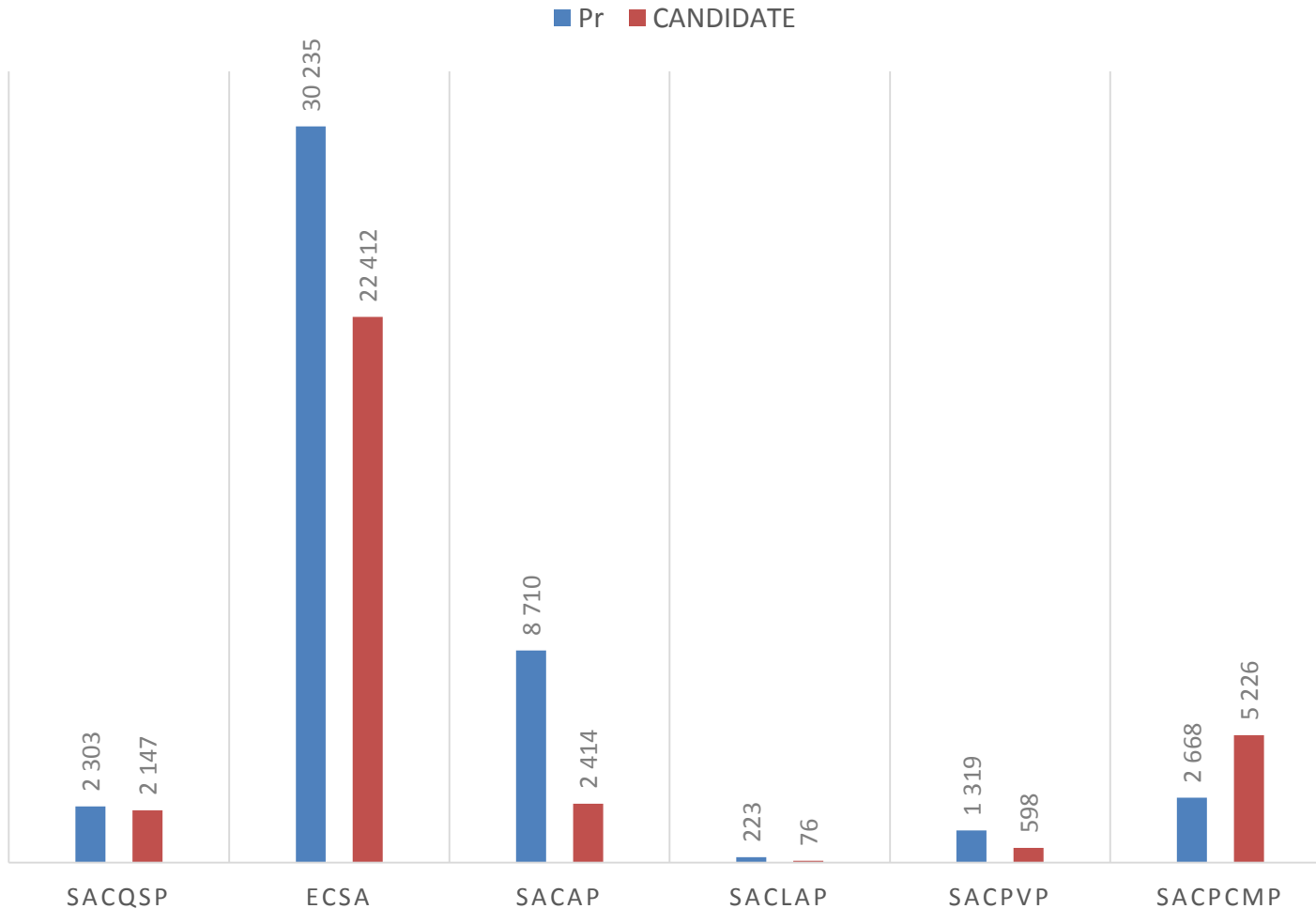


Females continue to be under represented in all the professions
 SACLAP performing better overall at 54% followed by SACPVP(34%) and SACAP (30%)

Registration Statistics



PROFESSIONAL VS CANDIDATE



Mechanisms and Initiatives



Transformation as a key strategic focus

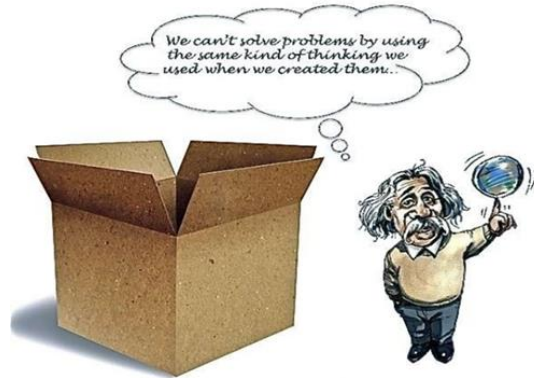
- Career awareness
- Registration Policy review
- RPL
- Student Chapter/Student Forum
- VA Forums/Presidential Forums
- Education Fund/Bursaries
- Candidate Workshops
- Mentor Workshops
- CBE Structured Candidacy Programmes
- CBE Maths & Science Programme
- DPW Schools Programme and Bursary Scheme

Challenges



- Lack of coordination of initiatives
- Limited career awareness & understanding of BE lower in the skills pipeline
- Limited financial support for tertiary programmes
- Limited pool of willing and able mentors
 - Ageing professionals
 - Depressed economy = few opportunities
- Lack of knowledge of the importance of the need for registered BE professionals within the both public and private sector
- Lack of co operation with municipalities and other development agencies
- Inconsistent tender awards and appointment of consultants/technical staff
 - Unsustainable small emerging practices
 - Disadvantages candidates – lack of mentors
 - No incentive for registration – sustainability of CBEP
- No reliable data on actual throughput and causes of blockage in the skills pipeline
- Conflicting legislative mandates e.g. Competitions Act vs CBEP Acts

Can the South African Built Environment transform?



- Harness Opportunity & Strength
- Work as a Collective
- Paradigm Shift
- Commitment & Will
- Deliberate and Decisive Action
- Critical Thinking
- Innovation & Creativity
- Courage
- Periodic Monitoring and Evaluation



Is it possible?

- Step One: Getting the **right strategic vision** is critical.
- Step Two: **Execution** is the hardest part of transformation.
- Step Three: The biggest challenge to transformation may be a **leader** wedded to a past or current success.
- Step Four: Take a **broad view of [societal] demand** when embarking on ... transformation.

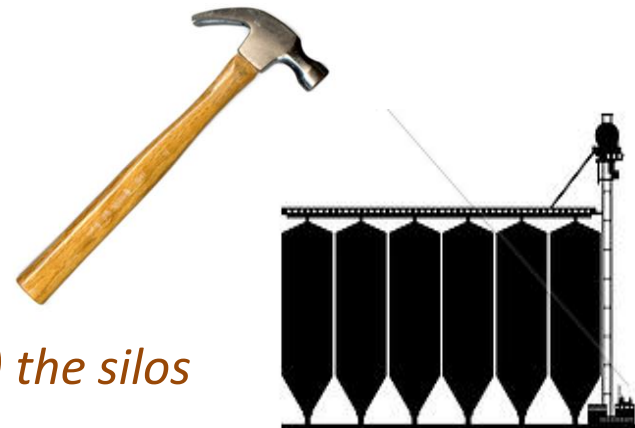
Ms Kasia Moreno – a thought leader at Forbes Insights

Way Forward



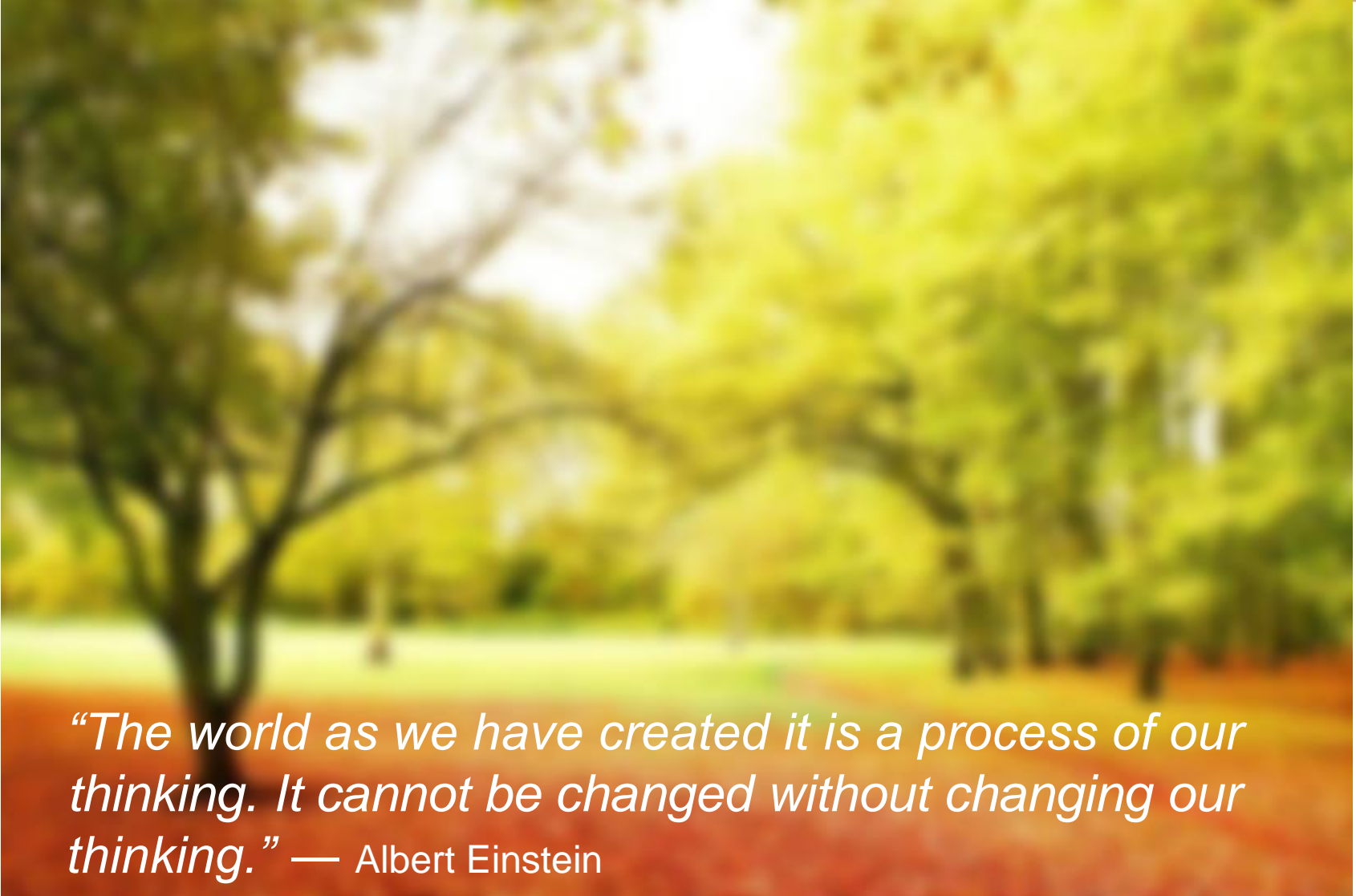
CBEP need to adopt a coordinated approach

1. Create a Unified Vision
2. Work Towards Achieving a Common Goal
3. Capitalise on Synergies, Opportunities & Strength
- 4. “JUST START”**
5. Monitor and Evaluate
6. Network & Collaborate



Lets breakdown (or connect) the silos

THUMA MINA – *send me!*

The background of the slide is a blurred photograph of a park. It shows a path leading through a field of green grass, with several large trees in the background. The trees have green and yellow leaves, suggesting an autumn setting. The overall image is out of focus, creating a soft, dreamy atmosphere.

“The world as we have created it is a process of our thinking. It cannot be changed without changing our thinking.” — Albert Einstein